Bureau of Engraving and Printing Internal Complaint Activity Equal Employment Opportunity Data Posted Pursuant to the No FEAR Act

Data as of March 30, 2004 - End of Second Quarter FY 2004

Note: 2002 figures reflect Homeland Security divestiture period.

N/A represents data not captured at time posting or not collected in manner required, development is in progress.

COMPLAINT ACTIVITY	FY2004 END OF			ATIVE DATA FISCAL YEAI	R	
	2ND QTR	2003	2002	2001	2000	1999
Number of Complaints Filed in						
FY 1614.704(a)	25	48	64	47	75	102
Number of Complainants						
1614.704(b)	N/A	N/A	N/A	N/A	N/A	N/A
Repeat Filers 1614.704(c)						
	N/A	N/A	N/A	N/A	N/A	N/A

29 CFR §1614.704(d)	29 CF	R §161	4.705 C DATA	COMPAR	RATIVE
COMPLAINTS BY BASIS	FY2004 END OF	F	PREVIO	US FIS	CAL YEA	\R
	2ND QTR	2003	2002	2001	2000	1999
Race	13	41	46	20	70	75
Color	0	0	0	0	0	0
Religion	1	2	7	3	0	11
National Origin	3	8	13	4	11	33
Sex (including complaints						
filed under Equal Pay Act)	5	18	30	22	26	49
Disability	5	4	13	13	21	26
Age	3	16	36	17	42	42
Reprisal	13	26	44	24	61	72
Non-EEO	0	0	0	0	0	0
Note: Data not collected by C	Color - Colo	r includ	led in ba	asis "Ra	ce"	

29 CFR §1614.704(e)	29 CF	R §161	4.705 C DATA	OMPAR	RATIVE
COMPLAINTS BY ISSUE	FY2004 END OF	F	PREVIO	US FIS	CAL YEA	\R
COMPLAINTS BY ISSUE	2ND QTR	2003	2002	2001		
Appointment/Hire	0	0	0	0	7	6
Assignment of Duties	6	12	5	0	9	25
Awards	0	0	3	0	0	2
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action		•	•			•

Demotion	0	0	0	0	2	1
Reprimand	0	10	8	0	0	9
Suspension	0	4	5	2	2	12
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	2	3	0	0	0	5
Evaluation/Appraisal	5	2	17	5	16	19
Examination/Test	0	0	0	0	0	0
Harrasment						
Non-Sexual	5	27	43	21	45	36
Sexual	0	0	2	3	0	3
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	14	0	0	0	3
Promotion/Non-Selection	17	21	63	34	44	84
Reassignment						
Denied	0	0	1	0	0	8
Directed	2	0	0	0	5	5
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	4	0	3	3
Termination	0	6	1	8	7	4
Terms/Conditions of						
Employment	3	4	27	22	70	52
Time and Attendance	2	7	3	4	10	
Training	1	5	7	4	11	3
Other	0	0	0	0	0	0

29 CFR §1614.704(f)		
Processing Time "post the average length of time it takes to complete each step of the process for every complaint	2004 END (OF 2ND QTR
that is pending during any time of the then fiscal year"	NUMBER	AVERAGE DAYS
All complaints pending in Investigative Stage	11	87.73
All complaints pending in Final Agency Action	1	687.00
All complaints pending in which Hearing was		
not requested	1	687.00
Time in Investigation Stage	N/A	N/A
Time to issue Final Agency Action	N/A	N/A
All complaints pending in which a Hearing was		
requested	29	826.66
Time in Investigation Stage	N/A	N/A
Time to issue Final Agency Action	N/A	N/A

29 CFR §1614.704(c	a)	29 CF	R §161	614.705 COMPARATIVE DATA							
		F	PREVIO	US FIS	CAL YEA	AR					
COMPLAINTS DISMISSED BY AGENCY PURSUANT TO 1614.107(a)	FY2004 END OF 2ND QTR	2003	2002	2001	2000	1999					

Total Complaints Dismissed						
by Agency	2	14	16	16	20	31
Average days Pending prior						
to dismissal	106.00	40.71	124.88	191.56	222.10	116.06

29 CFR §1614.70	29 CFR §1614.704(h)				29 CFR §1614.705 COMPARATIVE DATA							
TOTAL AGENCY ACTIONS	2004	4			PREV	IOUS FI	SCAL	YEA	R			
INVOLVING	2ND Q	TR	20	03	20	02	20	01	20	00	19	99
DISCRIMINATION	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
704(h)(1)	0	0	0	0	0	0	0	0	1	100	0	0
Without Hearing 704(h)(2)	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing 704(h)(3)	0	0	0	0	0	0	0	0	1	100	0	0

29 CFR §1614.70	4(i)			29 CFR	R §1614	.705 CC	MPA	RATI	VE C	DATA		
FINDINGS OF	2004	l			PREVI	OUS FI	SCAL	YEA	R			
DISCRIMINATION	2ND Q	TR	20	03	20	02	20	01	20	00	19	99
RENDERED BY BASIS	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
704(i)(1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Race	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Color	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Religion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
National Origin	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sex (include Equal Pay												
Act)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Disability	N/A	N/A	N/A	N/A	N/A	N/A	N/A				N/A	
Age	N/A	N/A	N/A	N/A	N/A	N/A	N/A				N/A	
Reprisal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number Findings Rendered												
Without Hearing 704(i)(2)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Race	N/A	N/A	N/A	N/A	N/A	N/A	N/A				N/A	
Color	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Religion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
National Origin	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sex (include Equal Pay												
Act)	N/A	N/A	N/A	N/A	N/A		N/A				N/A	
Disability	N/A	N/A	N/A	N/A	N/A		N/A				N/A	
Age	N/A	N/A	N/A	N/A	N/A		N/A				N/A	
Reprisal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Number Findings Rendered												
After Hearing 704(i)(3)	N/A	N/A	N/A	N/A	N/A		N/A				N/A	
Race	N/A	N/A	N/A	N/A	N/A		N/A				N/A	
Color	N/A	N/A	N/A	N/A	N/A		N/A				N/A	
Religion	N/A	N/A	N/A	N/A	N/A		N/A				N/A	
National Origin	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Sex (include Equal Pay									Ī		Ī	
Act)	N/A											
Disability	N/A											
Age	N/A											
Reprisal	N/A											

29 CFR §1614.70	4(j)			29 CFF	R §1614	1.705 CC	MPA	RATI	VE [ATA	\	
FINDINGS OF	2004 END (PREV	IOUS FI	SCAL	YEA	R			
DISCRIMINATION RENDERED BY ISSUE	2ND Q	TR	20	03	20	02	20	01	20	00	19	99
KENDERED DT 1330E	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings												
704(j)(1)	N/A	N/A	N/A	N/A	N/A		N/A		N/A			
Appointment/Hire	N/A	N/A	N/A	N/A	N/A		N/A					N/A
Assignment of Duties	N/A	N/A	N/A	N/A	N/A		N/A	N/A		N/A		
Awards	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		
Conversion to Full-time	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		
Disciplinary Action	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A		
Demotion	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A		
Reprimand	N/A N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A		
Suspension Removal	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A		N/A N/A		
Other	N/A N/A	N/A	N/A N/A	N/A N/A	N/A N/A	N/A N/A	N/A	N/A		N/A		
Duty Hours	N/A	N/A	N/A N/A	N/A	N/A	N/A N/A	N/A	N/A		N/A		
Evaluation/Appraisal	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A		N/A		
Examination/Test	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A		N/A		
Harassment	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A		
Non-Sexual	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A		
Sexual	N/A	N/A	N/A	N/A	N/A		N/A	N/A		N/A		
Medical Examination	N/A	N/A	N/A	N/A	N/A	N/A		N/A		N/A		
Pay (Including Overtime)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A		
Promotion/Non-Selection	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A		
Reassignment	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A		
Denied	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Directed	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reasonable Accommodation	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Reinstatement	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Retirement	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Termination	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Terms/Conditions of												
Employment	N/A	N/A	N/A	N/A	N/A			N/A				
Time and Attendance	N/A	N/A	N/A	N/A	N/A		N/A					N/A
Training	N/A	N/A	N/A	N/A	N/A		N/A					N/A
Other	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Findings Without Hearing									 			
704(j)(2)	N/A	N/A	N/A	N/A	N/A		N/A					N/A
Appointment/Hire	N/A	N/A	N/A	N/A	N/A		N/A					N/A
Assignment of Duties	N/A	N/A	N/A	N/A	N/A		N/A					N/A
Awards	N/A	N/A	N/A	N/A	N/A		N/A					N/A
Conversion to Full-time	N/A	N/A	N/A	N/A	N/A		N/A					N/A
Disciplinary Action	N/A	N/A	N/A	N/A	N/A		N/A					N/A
Demotion Penrimand	N/A N/A	N/A	N/A	N/A	N/A		N/A N/A					N/A N/A
Reprimand	N/A	N/A	N/A	N/A	N/A	IN/A	IV/A	IV/A	IV/A	IV/A	IN/A	IV/A

Cuononois =	N1/A	N1/A	N1/A	KI / A Î	N1/A	N1/A N1/A	N1 / A	N1/A	N1/A	NI/A	N1 / A
Suspension	N/A	N/A	N/A	N/A	N/A	N/A N/A					
Removal	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Other	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A				
Duty Hours	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Evaluation/Appraisal	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Examination/Test	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Harassment	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Non-Sexual	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Sexual	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Medical Examination	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A				
Pay (Including Overtime)	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A				
Promotion/Non-Selection	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Reassignment	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A				
Denied	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Directed	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Reasonable Accommodation	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Reinstatement	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A				
Retirement	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A				
Termination	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A	N/A	N/A
Terms/Conditions of	B1/6	N1/A	N. / A	N. / A	N1 / A	N1/0 N1/0	N1 / A	N1 / A	N1 / A	N. / A	N1 / A
Employment	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Time and Attendance	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Training	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Other	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A	N/A	N/A
Findings After Hearing	21.40	21/2	21/2		21/0	21/2					
704(j)(3)	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Appointment/Hire	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A				
Assignment of Duties	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A				
Awards	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Conversion to Full-time	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A				
Disciplinary Action	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A				
Demotion	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Reprimand	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Suspension	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Removal	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Other	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Duty Hours	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Evaluation/Appraisal	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Examination/Test	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Harassment	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Non-Sexual	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Sexual	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Medical Examination	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A				
Pay (Including Overtime)	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A				
Promotion/Non-Selection	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Reassignment	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Denied	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Directed	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Reasonable Accommodation	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Reinstatement	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Retirement	N/A	N/A	N/A	N/A	N/A	N/A N/A		N/A			
Termination	N/A	N/A	N/A	N/A	N/A	N/A N/A	N/A	N/A	N/A	N/A	N/A
Terms/Conditions of	N/A	N/A	N/A	N/A	N/A	N/A N/A				<u> </u>	
Employment											N/A

| Training | N/A |
|----------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Other | N/A |

			U 5 1 5 1	// // IS /						
29 CFR §1614.704(k)			DATA							
COMPLAINTS PENDING	2004	PREVIOUS FISCAL YEAR								
FROM PREVIOUS FISCAL	END OF	2003	2002	2001	2000	1999				
YEARS BY STATUS	2ND QTR	2003	2002	2001	2000	1777				
Total complaints from										
previous fiscal years										
704(k)(1)	73	N/A	N/A	N/A	N/A	N/A				
Total Complainants	N/A	N/A	N/A	N/A	N/A	N/A				
Number complaints pending [as of 9/30]:										
Investigation	11	N/A	N/A	N/A	N/A	N/A				
ROI issued, Pending										
Complainant's action	3	N/A	N/A	N/A	N/A	N/A				
Hearing	29	N/A	N/A	N/A	N/A	N/A				
Written notice	N/A	N/A	N/A	N/A	N/A	N/A				
Final Agency Action	1	N/A	N/A	N/A	N/A	N/A				

29 CFR §1614.704(I	29 CFR §1614.705 COMPARATIVE								
COMPLAINT	2004 END OF	PREVIOUS FISCAL YEAR							
INVESTIGATIONS	2ND QTR	2003	2002	2001	2000	1999			
Number Pending Completion									
of Investigation	11	N/A	N/A	N/A	N/A	N/A			
Pending Investigations									
Beyond Authorized Time									
Frames	0	N/A	N/A	N/A	N/A	N/A			

This page was last modified on April 21, 2004.